



PALMDALE WATER DISTRICT
A CENTURY OF SERVICE

AGENDA ITEM NO. 9.2.a.2

Human Resources Department

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HR Domains



Talent Acquisition



Staffing/Recruitment

- 7 Recruitment Campaigns
 - 2 Service Worker
 - 2 Plant Operators
 - Public Affairs Specialist
 - Facilities Manager
 - Purchasing Technician
- Current & Future Campaigns
 - Operations Supervisor - Construction
 - HR Analyst
 - IT Technician
 - Associate/Senior Engineer

Employee Engagement

- ❖ All-Hands
- ❖ PACE Award
- ❖ Job Well Done

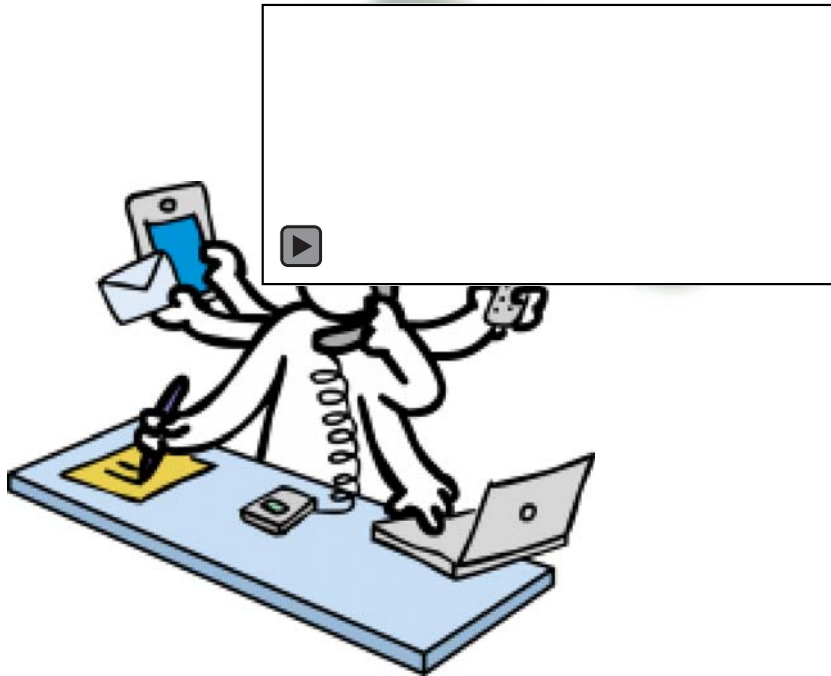


- ❖ Water Professionals Appreciation Week
- ❖ Holiday Event



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Administrative Responsibilities



- Employee Life Cycle
- Onboarding
- Benefits
- Employee Relations
- Leave of Absence



Compliance

- Safety & Workers' Compensation
- Risk Management
- Legal & Regulatory
- Emergency Preparedness



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Organization Effectiveness



- Employee Handbook
- Performance Assessment
- Job Descriptions
- HRIS



RECRUITING • HR • TALENT • TIME • PAYROLL • ANALYTICS



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Total Rewards & Training

Development

- Education Assistance
- Bonus Pay
- Leadership Academy
- EAP

Training



Internship Program



- The Palmdale Water District has an active internship program.
- College of the Canyons
 - Resource and Analytics
 - Customer Care
- Palmdale Aerospace Academy
 - Information Technology



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Looking Ahead

- Support leadership training and professional development programs.
- Focus on emergency preparedness and risk management.
- Enhance the Palmdale Water District's Internship Program through outreach.



HR Director



Safety & Training
Tech





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Thank you

